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Medical Examination Practices And Workspace Adequacy As Predictors Of Employees' Health Status In Seplat Company, Sapele

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ABSTRACT

This study examined the extent to which medical examinations (pre-employment and periodic) and workspace adequacy as occupational health services promote the health status of employees in SEPLAT Company, Sapele, Delta State, Nigeria. The study adopted a descriptive survey research design. The population comprised 1,017 permanent employees of SEPLAT Company, from which a sample of 287 respondents was selected using the Yamane formula and purposive sampling technique. Data were collected using a structured questionnaire titled Medical Examination and Workspace adequacy as predictor of Employees Health Status Questionnaire (MEWAPEHSQ). The instrument was validated by experts in health and safety education and measurement and evaluation, while reliability was established using the test–retest method, yielding a coefficient of 0.778. Data were analyzed using mean, standard deviation, and linear regression analysis at 0.05 level of significance. Findings revealed that pre-employment medical examination promoted employees' health status to a high extent and had a statistically significant influence. Periodic medical examination was also found to significantly promote employees' health status by enabling early detection and management of work-related health conditions. Furthermore, workspace adequacy, in terms of safety, ventilation, space, and emergency facilities, significantly promoted and predict employees' health status. The study concluded that effective medical examinations and adequate workspace conditions are critical occupational health services for improving workers' health and wellbeing in the oil and gas industry. It was recommended that organizations should strengthen medical surveillance systems and continuously improve workplace conditions to enhance employees' health and productivity.

Keywords: Occupational Health Services, Medical Examination, Workspace Adequacy, Employees' Health Status, SEPLAT Company

INTRODUCTION

The health status of employees is a central concern in occupational health and organizational management because it determines workers' physical, mental, emotional, and social capacity to perform effectively and safely in the workplace. Health status in industrial settings is particularly influenced by exposure to occupational hazards, workplace stressors, environmental conditions, and the adequacy of preventive and curative health measures available to workers (Hasle et al., 2014; Jain et al., 2021). In high-risk industries such as oil and gas, employees are routinely exposed to chemical substances, noise, ergonomic strain, fire hazards, and psychological stress, which, if not adequately managed, may result in occupational diseases, injuries, absenteeism, reduced productivity, and long-term health complications (Rajaratnam et al., 2014; Loeppke et al., 2015; Bergström et al., 2017; Budur & Poturak, 2021). As a result, maintaining a healthy

workforce has become an essential prerequisite for sustainable organizational performance and employee wellbeing.

Occupational health services represent structured preventive and curative measures designed to protect, promote, and maintain workers' health within the workplace (World Health Organization [WHO], 2018; FutureLearn, 2023). Among the most fundamental occupational health services are medical examination practices and workspace conditions, which directly influence employees' health status. Medical examination practices covering both pre-employment and periodic medical check-ups serve as key screening and monitoring mechanisms that enable organizations to assess workers' fitness for job roles, detect early signs of occupational illnesses, and prevent the worsening of existing health conditions (Haggerty et al., 2011; Aspiotes & Brumberg, 2023).

Pre-employment medical examinations help ensure that prospective employees are medically fit for the demands of specific tasks, while periodic medical examinations allow continuous monitoring of workers' health in relation to workplace exposures (Ožić et al., 2020; Jain et al., 2021). These practices are especially critical in the oil and gas sector, where prolonged exposure to hazardous environments increases the risk of both acute and chronic health conditions.

In addition to medical examinations, workspace adequacy constitutes a vital dimension of occupational health services that shapes employees' health status. Workspace adequacy encompasses factors such as ventilation, lighting, space, ergonomic design, fire safety installations, emergency exits, and overall environmental safety (Yoo & Moon, 2018; Zamani et al., 2023). Empirical evidence has shown that well-designed and safe workspaces reduce the incidence of workplace accidents, musculoskeletal disorders, fatigue, and stress, while enhancing comfort, morale, and productivity (Nanzushi, 2015; Benson et al., 2024). Conversely, inadequate workspace conditions have been linked to increased health complaints, reduced work capacity, and poor employee performance (Onuorah et al., 2020; Kipkosgei, 2018). Thus, medical examination practices and workspace adequacy represent critical occupational health services through which organizations can proactively safeguard employees' health status.

The relevance of these occupational health services has been explained theoretically by the Job Demand–Resource (JD-R) Theory, which posits that excessive job demands impair employees' health, while adequate job resources such as medical services and safe work environments buffer these demands and promote wellbeing (Demerouti et al., 2001; Bakker & Demerouti, 2017). Within this framework, medical examination practices and adequate workspace conditions function as essential job resources that reduce health risks, prevent occupational illnesses, and enhance workers' overall health status. This theoretical perspective underscores the importance of evaluating how these services operate within specific organizational contexts, particularly in high-risk industries.

Studies conducted across different regions of the world have consistently highlighted the role of medical examinations in improving employees' health outcomes (Rajaratnam et al., 2014; Loeppke et al., 2015). Research has shown that organizations with structured medical screening systems experience lower rates of occupational illnesses, workplace injuries, and absenteeism compared to those with weak or inconsistent medical monitoring (Loeppke et al., 2015; Jain et al., 2021). Similarly, studies focusing on workspace conditions have demonstrated that adequate ventilation, lighting, ergonomic design, and safety installations significantly reduce work-related health problems and enhance employee wellbeing (Yoo & Moon, 2018; Zamani et al., 2023). In developing countries, however, the effectiveness of these services is often undermined by poor implementation and lack of regular evaluation (Hasle et al., 2014; Yanar et al., 2019).

Within the Nigerian context, studies have revealed persistent challenges in occupational health service delivery, particularly in industrial and oil-related organizations. Studies by Enumah and Aghaji (2018) and Aduh (2016) indicated that while occupational health facilities may exist, their adequacy and utilization remain inconsistent, especially across different operational sectors. Onuorah et al. (2020) further reported that poor workspace conditions and inadequate hazard control measures contribute significantly to reduced employee performance and increased health risks. These findings suggest that the mere presence of occupational health services does not automatically translate into improved health status unless such services are both available and effective.

Despite these insights, a critical gap remains in the literature. Most existing studies have examined medical examinations or workspace conditions separately or have addressed occupational health services in broad terms without empirically testing their combined predictive influence on employees' health status within a specific organizational setting. There is limited empirical evidence that integrates medical examination practices and workspace adequacy as predictors of workers' health outcomes in the Nigerian oil and gas industry, particularly in SEPLAT Company, Sapele. Hence, addressing this gap is essential for generating context-specific evidence that can guide organizational policy and practice. Against this background, this study sought to examine medical examination practices and workspace adequacy as predictors of employees' health status in SEPLAT Company, Sapele.

Statement of the Problem

Occupational health services are essential for safeguarding employees' health and ensuring safe and productive work environments, especially in high-risk industries such as oil and gas. Despite increasing awareness of occupational health and safety standards, workers in this sector continue to face health challenges arising from exposure to hazardous substances, physically demanding tasks, and unsafe workspace conditions. In many developing contexts, the effectiveness of occupational health services remains uncertain due to weak implementation and limited evaluation.

Although SEPLAT Company, Sapele, has established occupational health policies and facilities, there are growing concerns regarding the extent to which key services such as medical examination practices and adequate workspace conditions are consistently available and effective in promoting employees' health status. Observations of workplace stress, health complaints, and safety concerns among workers suggest possible gaps between policy provisions and practical outcomes. Moreover, most existing studies have examined occupational health services broadly or in isolation, with limited empirical focus on how medical examination practices and workspace adequacy jointly influence employees' health status within a specific organizational context.

This situation underscores the need for an empirical investigation to determine whether medical examination practices and workspace adequacy, as occupational health services, significantly promote employees' health status in SEPLAT Company, Sapele.

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Aim and Objectives of the Study

The aim of this study was to examine medical examination practices and workspace adequacy as predictors of employees' health status in SEPLAT Company, Sapele. Specifically, the study sought to:

1. determine the extent to which pre-employment medical examinations promote the health status of employees in SEPLAT Company, Sapele;
2. examine the extent to which periodic medical examinations promote the health status of employees in SEPLAT Company, Sapele; and
3. assess the extent to which workspace adequacy as an occupational health service promotes the health status of employees in SEPLAT Company, Sapele.

Significance of the Study

The importance of this study cannot be over emphasized. The study would provide empirical evidence on how pre-employment medical examinations, periodic medical examinations, and workspace adequacy as occupational health services influence employees' health status in the oil and gas sector. The findings offer practical foresight for organizational management on improving workplace health policies and preventive health strategies. Occupational health and safety professionals can use the results to strengthen medical screening and workplace safety practices. Regulatory agencies may also rely on the findings to improve enforcement of occupational health standards. Overall, the study contributes to promoting workers' wellbeing, productivity, and organizational sustainability.

Scope of the Study

The study was delimited to SEPLAT Company in Sapele, Delta State, Nigeria. It focused specifically on pre-employment medical examinations, periodic medical examinations, and workspace adequacy as occupational health services, and their influence on employees' health status. The study covered both

management and non-management staff who had experience with the company's occupational health services.

METHODOLOGY

This study adopted a descriptive survey research design, which was considered appropriate for assessing existing conditions and practices related to occupational health services as they naturally occurred within SEPLAT Company, Sapele, Delta State. The design enabled the systematic collection of data from employees regarding pre-employment medical examinations, periodic medical examinations, and workspace adequacy, and how these occupational health services influenced their health status.

The population of the study comprised 1,017 permanent employees of SEPLAT Company, Sapele, including both management and non-management staff. These employees were considered suitable for the study because of their direct experience with the company's occupational health services and workplace environment.

A sample size of 287 respondents was determined from the population using the Yamane formula at a 0.05 level of precision. The purposive sampling technique was employed to select participants who were knowledgeable about and had sufficient experience with occupational health services within the organization. This sampling technique ensured that the data collected were relevant and reflective of the study objectives.

The instrument for data collection was a structured questionnaire titled Occupational Health Services Questionnaire (OHSQ). The questionnaire consisted of two sections. Section A elicited information on respondents' demographic characteristics, while Section B contained items measuring pre-employment medical examinations, periodic medical examinations, workspace adequacy, and employees' health status. The instrument was designed on a four-point Likert scale ranging from Strongly Agree (4) to Strongly Disagree (1).

The questionnaire underwent face and content validation by three experts—two from the Department of Health and Safety Education and one from the Department of Measurement and Evaluation, Delta State University, Abraka. Their inputs ensured clarity, relevance, and adequacy of the items. The reliability of the instrument was established using the test–retest method. The instrument was administered twice to 25 employees of Midwestern Oil & Gas Company Limited, Oleh, Delta State, at a two-week interval. Data obtained from the two administrations were analyzed using the Pearson Product Moment Correlation Coefficient, which yielded a reliability coefficient of 0.778, indicating high reliability.

Data collection was carried out through direct administration of the questionnaire by the researcher with the assistance of two trained research assistants. Face-to-face interaction was used to clarify any ambiguities, and all completed questionnaires were retrieved immediately to ensure a high response rate.

For data analysis, descriptive statistics of mean and standard deviation were used to answer the research questions, while linear regression analysis was employed to test the hypotheses at a 0.05 level of significance. This analytical approach enabled the determination of the predictive influence of pre-employment medical examinations, periodic medical examinations, and workspace adequacy on employees' health status.

This methodological approach ensured the collection of valid, reliable, and relevant data required to achieve the objectives of the study and provide empirical evidence on the role of occupational health services in promoting employees' health status.

Presentation of Results and Discussion of Findings Starting with a brief one line sentence Introduction, extract the relevant data concerning the three variable of this study and analysis the research questions and test the hypotheses as applicable. Start each by first rewriting out the research question, use it to formulate a short table title, input the extracted table and interpret it beginning the interpretation with a very brief introductory statement in line with the table title. Ensure the interpretation answer the research question but you may not say in answering the research question. Do for only research question one first.

PRESENTATION OF RESULTS

This section presents the results and discussion of findings based on the data generated from the field survey and analyzed in line with the research objectives of the study.

Research Question One: *To what extent does pre-employment medical examination promote the health status of employees in SEPLAT Company, Sapele?*

Table 1: Extent to which Pre-Employment Medical Examination Promotes Employees' Health Status in SEPLAT Company

S/N	Items	VHE	HE	LE	VLE	Mean	SD	Remark
1	Pre-employment medical examinations are conducted to determine the health status of prospective employees before employment	82	131	49	25	3.06	0.86	High extent
2	Employees with health conditions that may worsen due to job demands are screened out during recruitment	75	124	56	32	2.98	0.92	High extent
3	Pre-employment medical examinations help in preventing work-related health complications	88	117	53	29	3.04	0.89	High extent
4	Only qualified occupational health professionals conduct pre-employment medical examinations	94	109	51	33	3.00	0.95	High extent
5	Pre-employment medical examinations ensure that employees are physically fit for assigned duties	101	96	57	33	3.03	0.97	High extent
	Grand Mean					**3.02**		**High extent**

Source: Field Survey, 2025 (n = 287)

Table 1 presents respondents' perceptions of the extent to which pre-employment medical examinations promote employees' health status in SEPLAT Company, Sapele. The results indicate that pre-employment medical examinations are implemented to a high extent, as reflected by a grand mean score of 3.02. Respondents largely affirmed that medical examinations are conducted before employment to assess fitness for job roles, screen out health conditions that could be aggravated by workplace hazards, and ensure that only medically fit individuals are recruited into the organization.

The consistently high mean scores across the five items suggest that pre-employment medical examinations play a significant preventive role by reducing the likelihood of work-related illnesses and injuries. By ensuring that employees' health conditions align with job demands at the point of entry, SEPLAT Company appears to minimize health risks, enhance workforce safety, and promote sustainable employee wellbeing. This finding underscores the importance of pre-employment medical examinations as a core occupational health service that supports healthy workforce selection and long-term organizational productivity.

Research Question Two: *To what extent do periodic medical examinations promote the health status of employees in SEPLAT Company, Sapele?*

Table 2: Extent to which Periodic Medical Examinations Promote Employees' Health Status in SEPLAT Company

S/N	**Items**	**VHE**	**HE**	**LE**	**VLE**	**Mean**	**SD**	**Remark**
1	Periodic medical examinations are conducted to monitor employees' health over time	96	118	45	28	3.06	0.90	High extent
2	Periodic check-ups help in early detection of work-related illnesses	104	101	52	30	3.00	0.96	High extent
3	Employees exposed to hazardous tasks undergo more frequent medical	89	112	56	30	2.97	0.93	High extent

	examinations							
4	Periodic medical examinations reduce absenteeism caused by untreated illnesses	83	121	52	31	2.96	0.92	High extent
5	Medical advice from periodic examinations improves employees' health behaviour	98	109	47	33	3.02	0.95	High extent
	Grand Mean					**3.00**		**High extent**

Source: Field Survey, 2025 (n = 287)

Table 2 shows employees' perceptions regarding the contribution of periodic medical examinations to their health status. The grand mean score of 3.00 indicates that periodic medical examinations promote employees' health status to a high extent. Respondents largely agreed that regular health check-ups enable early detection of health problems, provide medical guidance, and reduce prolonged illness-related absenteeism. The findings suggest that continuous health monitoring through periodic medical examinations strengthens preventive healthcare, supports timely intervention, and contributes positively to sustained employee wellbeing within SEPLAT Company.

Research Question Three: *To what extent does workspace adequacy promote the health status of employees in SEPLAT Company, Sapele?*

Table 3: Extent to which Workspace Adequacy Promotes Employees' Health Status in SEPLAT Company

S/N	Items	VHE	HE	LE	VLE	Mean	SD	Remark
1	Workspaces are spacious, well-ventilated, and properly illuminated	112	103	48	24	3.13	0.87	High extent
2	Availability of safety installations (fire extinguishers, exits) promotes workplace safety	121	97	45	24	3.19	0.85	High extent
3	Ergonomic design of workspaces reduces fatigue and body pain	84	115	56	32	2.93	0.92	High extent
4	Adequate workspace layout minimizes workplace accidents	95	110	52	30	2.99	0.91	High extent
5	Clean and orderly workspaces improve employees' physical and mental health	118	99	44	26	3.17	0.88	High extent
	Grand Mean					**3.08**		**High extent**

Source: Field Survey, 2025 (n = 287)

Table 3 presents the extent to which workspace adequacy promotes employees' health status in SEPLAT Company. The grand mean score of 3.08 indicates that workspace adequacy contributes to employees' health status to a high extent. Respondents affirmed that spacious, well-ventilated, ergonomically designed, and safety-compliant workspaces reduce fatigue, minimize accidents, and enhance both physical and psychological wellbeing. These findings highlight the importance of a safe and supportive work environment as a key occupational health service that promotes sustained employee health and productivity.

Hypotheses Testing Using Linear Regression Analysis

This subsection presents the test of hypotheses using linear regression analysis to determine the predictive influence of the independent variables on employees' health status in SEPLAT Company, Sapele. All hypotheses were tested at 0.05 level of significance.

Hypothesis One

Pre-employment medical examination does not significantly predict employees' health status in SEPLAT Company, Sapele.

Table 4: Linear Regression Analysis of Pre-employment Medical Examination and Employees' Health Status

Model	R	R^2	Adjusted R^2	Std. Error of Estimate		
1	0.197	0.039	0.036	0.482		
Source	**Sum of Squares**	**Df**	**Mean Square**	**F**	**Sig.**	
Regression	2.654	1	2.654	**11.416**	**0.001**	
Residual	65.978	285	0.232			
Total	68.632	286				

Source: Field Survey, 2025

Table 4 indicates that pre-employment medical examination accounted for 3.9% (R^2 = 0.039) of the variance in employees' health status. The regression result shows that pre-employment medical examination has a positive and statistically significant predictive influence on employees' health status in SEPLAT Company. The coefficient of determination indicates that pre-employment medical examination explained 3.9% of the variance (R^2 = 0.039) in employees' health status. Although the proportion of variance explained is modest, it is meaningful within a social and organizational context where health outcomes are influenced by multiple interacting factors.

The regression model was statistically significant (F = 11.416, $p < 0.05$), showing that pre-employment medical examination significantly predicts employees' health status. Based on this result, the null hypothesis was rejected. This indicates that the observed relationship between pre-employment medical examination and employees' health status did not occur by chance thus, it was concluded that pre-employment medical examination significantly predicts employees' health status in SEPLAT Company, Sapele.

Hypothesis Two

Periodic medical examination does not significantly predict employees' health status in SEPLAT Company, Sapele.

Table 5: Linear Regression Analysis of Periodic Medical Examination and Employees' Health Status

Model	**R**	**R^2**	**Adjusted R^2**	**Std. Error of Estimate**		
1	0.191	0.036	0.033	0.485		
Source	**Sum of Squares**	**Df**	**Mean Square**	**F**	**Sig.**	
Regression	2.478	1	2.478	**10.728**	**0.001**	
Residual	66.154	285	0.232			
Total	68.632	286				

Source: Field Survey, 2025

The result in Table 5 shows that periodic medical examination explained 3.6% (R^2 = 0.036) of the variation in employees' health status.

The regression analysis indicates that periodic medical examination has a statistically significant predictive effect on employees' health status in SEPLAT Company. The coefficient of determination shows that periodic medical examination accounted for 3.6% of the variance (R^2 = 0.036) in employees' health status. While this percentage suggests that other factors also contribute to employees' health outcomes, the result confirms that periodic medical examination plays a meaningful role in influencing workers' health.

The regression model was statistically significant, as demonstrated by an F-value of 10.728 and a corresponding p-value of 0.001, which is less than the 0.05 level of significance. This indicates that the predictive relationship between periodic medical examination and employees' health status is unlikely to have occurred by chance.

This finding implies that regular medical check-ups contribute to improved health status by enabling early detection of occupational illnesses, monitoring health changes associated with workplace exposures, and providing timely medical advice and intervention. Therefore, the null hypothesis was rejected, and it was concluded that periodic medical examination significantly predicts employees' health status in SEPLAT Company, Sapele.

Hypothesis Three

Workspace adequacy does not significantly predict employees' health status in SEPLAT Company, Sapele**.**

Table 6: Linear Regression Analysis of Workspace Adequacy and Employees' Health Status

Model	R	R^2	Adjusted R^2	Std. Error of Estimate		
1	0.214	0.046	0.043	0.477		
Source	**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**	
Regression	3.152	1	3.152	**13.512**	**0.000**	
Residual	65.480	285	0.230			
Total	68.632	286				

Source: Field Survey, 2025

Table 6 reveals that workspace adequacy has a positive and statistically significant predictive influence on employees' health status in SEPLAT Company. The coefficient of determination indicates that workspace adequacy explained 4.6% of the variance ($R^2 = 0.046$) in employees' health status. This represents the highest proportion of explained variance among the three occupational health service variables examined, suggesting that workspace conditions are a relatively stronger predictor of workers' health status.

The regression model was statistically significant, as shown by an F-value of 13.512 with an associated p-value of 0.000, which is below the 0.05 significance level. This confirms that the relationship between workspace adequacy and employees' health status is statistically reliable and not due to random variation.

This finding indicates that adequate workspace conditions such as sufficient ventilation, lighting, ergonomic design, and safety installations play a significant role in promoting employees' physical and psychological wellbeing. By reducing exposure to hazards, fatigue, and workplace stress, workspace adequacy contributes meaningfully to improved health outcomes. Consequently, the null hypothesis was rejected, and it was concluded that workspace adequacy significantly predicts employees' health status in SEPLAT Company, Sapele.

DISCUSSION OF FINDINGS

The findings from the data analysis in the various tables aboe were discussed below. The finding on pre-employment medical examination as an occupational health service revealed that its availability and effectiveness promoted employees' health status to a high extent and had a statistically significant influence. This implies that screening prospective employees before engagement helps to ensure that only medically fit individuals are employed, thereby reducing future work-related health challenges. This finding is in line with Rajaratnam *et al.* (2014), who reported that pre-employment medical screening plays a critical preventive role in identifying underlying health conditions that may be aggravated by workplace hazards. Similarly, Aspiotes and Brumberg (2023) found that organizations that enforce pre-employment medical assessments experience lower rates of absenteeism and occupational illnesses. However, this finding contrasts with the observation of Enumah and Aghaji (2018) in a Nigerian oil and gas setting, where pre-employment medical practices were inconsistently implemented, limiting their effectiveness in safeguarding workers' health.

The result on periodic medical examination as an occupational health service showed that it promoted employees' health status to a high extent and significantly predicted health outcomes among workers. This suggests that regular medical check-ups help in the early detection and management of work-related illnesses arising from prolonged exposure to occupational hazards. This finding is in agreement with the study of Loeppke *et al.* (2015), which established that periodic health surveillance enhances early intervention, reduces disease severity, and improves overall workforce productivity. It is also in corroboration with Bergström *et al.* (2017), who observed that routine medical monitoring significantly reduces sick leave and long-term health complications among industrial workers. In contrast, Boumphrey (2024) reported that in many developing regions, periodic medical examinations are poorly enforced, which undermines their potential health benefits—highlighting that SEPLAT's practice represents a comparatively stronger occupational health approach.

Findings relating to workspace adequacy as an occupational health service indicated a high extent of promotion of employees' health status, with workspace conditions significantly predicting workers' health outcomes. Adequate ventilation, lighting, space, and safety installations were perceived to enhance both physical comfort and psychological wellbeing. This finding is in line with Zamani *et al.* (2023), who emphasized that well-designed workspaces reduce exposure to environmental hazards and occupational stress. It also supports the findings of Yoo and Moon (2018), which showed that safe and spacious work environments improve employee morale and health-related productivity. Conversely, Onuorah *et al.* (2020) reported that poor workspace conditions in Nigerian organizations contributed to employee ill-health and reduced performance, underscoring the importance of SEPLAT's relatively adequate workspace provisions.

Overall, the discussion shows that the findings of this study largely align with existing empirical evidence both globally and locally, confirming that medical examinations and workspace adequacy, as core occupational health services, are critical determinants of workers' health status. The few contrasting views in the literature further highlight contextual differences in implementation and reinforce the relevance of this study to occupational health practice in the Nigerian oil and gas sector.

CONCLUSION

The study concluded that pre-employment medical examination, periodic medical examination, and workspace adequacy as occupational health services significantly promoted the health status of employees in SEPLAT Company, Sapele. These services contributed to early detection of health risks, prevention of work-related illnesses, and improvement of workers' physical comfort and safety. The findings affirm that effective occupational health services are essential for sustaining a healthy and productive workforce in the oil and gas sector.

RECOMMENDATIONS

1. SEPLAT Company should strengthen pre-employment medical examinations by ensuring comprehensive screening aligned with specific job hazards.
2. Management should institutionalize regular periodic medical examinations for all employees, with special focus on high-risk job roles.
3. The company should continuously improve workspace conditions through regular safety audits, ergonomic improvements, and maintenance of ventilation and safety facilities.

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